US Army Corps of Engineers

Army Career Program 18 Engineers and Scientists (Resources & Construction)

CP-18 CAREER PROGRAM MEETING CLOSEOUT

August 2007

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Functional Chief Representative for CP-18

US Army Corps of Engineers

CP-18
THINGS WE NEED TO DO OURSELVES
17 AUG 07

- Vision and Goals, Objectives, Value Proposal, Metrics (Kristine)
  - S: Draft, End of Sept draft Final by 31 Jan.
- Master Intern Training Plan (MITP) (Mohan)
  - S: 31 Oct.
- ACPM handbook
  - S: Draft, End of Oct. Final January (Trish O.)
- Communication Plan
    - CP-18.NET
  - S: Post Vision

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CP-18
THINGS WE NEED TO DO OURSELVES
17 AUG 07

- Civilian Professional Development
  - CP 18 LDP, S: Sep 07
  - TWI – Brent Mahan, Bill Sorrentino, MK Miles, S:
  - Transparency of process and funding (including battle rhythm) – 09 budget build, Proponency Office, S:
  - CP-18 Participation in Fellows program
- Update the ACTEDS plan, S: Post MITP
- CPM Team Training, S: Post ACPM Handbook
- Clarification and consistency of application of NSPS - HR Staff
- Prepare for CPOC/CPAC realignment - HR Staff
- Integration of 340s and DAWIA with CP-18 - E&C staff (needs to be included in the ACPM handbook, #5)
- Support technical competency effort, TBD

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What do we need help on?

17 AUG 07

- **RESOURCING**
  - Staff the Proponency Office
  - Resource CoPs that make up CP-18
    - (You can't build viable CP-18 program on top of hollow CoPs)
  - USACE CPD Funding (GE)
  - Ensure continuity of annual CP18 Workshop

- **POLICY (General)**
  - Hiring levels and authorities (Authority to fill vacancies) – RM
  - Establish appropriate business model for effective & efficient service delivery AND sustained CP18 technical competency to meet the needs of the Army and the Nation
  - Stopper list hiring - HR
  - Entry level hiring - HR
  - Pay setting equity in NSPS (external hires & USACE) – HR Staff
    - If you go to a supervisory position, it is not a promotion
    - 5%?
    - GS14s (PB-2/3)

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CP-18 MORE TO DO 17 AUG 07

- CG CP-18 Strategic Communication (internal & external)
  - Tech competency
  - Recruitment
- Sr Level Partnering with ACSIM and IMCOM
- Influence at Tri-Service Engineering Board to meet the needs of DoD and the Nation
- Communicate with subordinate commanders –
  - take prudent risks in hiring
  - maintain technical competency within the organization, including in-house capability